

ABSTRAK

Penelitian ini mengambil judul: Pengaruh Gaya Kepemimpinan Transformasional dan Komitmen Organisasi Terhadap Kinerja Tenaga Kependidikan Universitas Buana Perjuangan. Tujuan penelitian ini adalah untuk mengetahui, menganalisis dan menjelaskan gaya kepemimpinan transformasional, komitmen organisasi, kinerja tenaga, pengaruh parsial gaya kepemimpinan transformasional terhadap kinerja, pengaruh parsial komitmen organisasi terhadap kinerja dan pengaruh simultan gaya kepemimpinan transformasional dan komitmen organisasi terhadap kinerja tenaga kependidikan di Universitas Buana Perjuangan Karawang. Populasi dalam penelitian ini adalah seluruh tenaga kependidikan Universitas Buana Perjuangan yang berjumlah 54 orang. Jumlah responden yang diambil dalam penelitian ini sebanyak 54 responden. Teknik pengambilan sampel menggunakan teknik sampling jenuh dimana semua populasi menjadi sampel. Berdasarkan hasil penelitian dan analisis data dengan menggunakan SPSS menunjukkan : Hasil uji statistik Ttest (uji parsial) menunjukkan nilai signifikansi gaya kepemimpinan transformasional sebesar 0,000 kurang dari 0,05, artinya gaya kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja kemudian hasil uji statistik T-test (uji parsial) menunjukkan nilai signifikansi komitmen organisasi sebesar 0,151 lebih besar dari 0,05, artinya komitmen organisasi tidak signifikan terhadap kinerja dan hasil uji statistik F (uji simultan) menunjukkan nilai signifikansi gaya kepemimpinan transformasional dan komitmen organisasi sebesar 0,000 jauh lebih kecil dari 0,05, artinya gaya kepemimpinan transformasional dan komitmen organisasi berpengaruh signifikan terhadap kinerja maka dapat disimpulkan bahwa terdapat pengaruh gaya kepemimpinan transformasional dan komitmen organisasi terhadap kinerja tenaga kependidikan Universitas Buana Perjuangan Karawang.

Kata Kunci : Gaya Kepemimpinan Transformasional, Komitmen Organisasi, Kinerja

ABSTRACT

This research takes the title: The Effect of Transformational Leadership Style and Organizational Commitment on the Performance of Education Personnel at the University of Buana Perjuangan. The purpose of this study was to determine, analyze and explain transformational leadership style, organizational commitment, employee performance, partial effect of transformational leadership style on performance, partial effect of organizational commitment on performance and the simultaneous effect of transformational leadership style and organizational commitment on the performance of education personnel at Buana University. Karawang struggle. The population in this study were all education staff of the University of Buana Perjuangan, amounting to 54 people. The number of respondents who were taken in this study were 54 respondents. The sampling technique uses a saturated sampling technique where all the population is a sample. Based on the results of research and data analysis using SPSS shows: The results of the Ttest statistical test (partial test) show the significance value of transformational leadership style of 0.000 less than 0.05, meaning that transformational leadership style has a positive and significant effect on performance then the results of the T-test statistical test (partial test) shows the significance value of organizational commitment is 0.151, which is greater than 0.05, meaning that organizational commitment is not significant to performance and the results of the F statistic test (simultaneous test) show that the significance value of transformational leadership style and organizational commitment is 0.000, much smaller than 0. 0.05, meaning that transformational leadership style and organizational commitment have a significant effect on performance, so it can be concluded that there is an influence of transformational leadership style and organizational commitment on the performance of education staff at Buana Perjuangan University, Karawang.

Keywords: transformational Leadership Style, Organizational Commitment, Performance